



The City of Show Low is seeking **POLICE OFFICERS**



"A Passion for Excellence!"

Unique Opportunity

Most people only dream about living and working in an area that feels like you're always on vacation. The City of Show Low, regional

hub of the beautiful White Mountains in northeastern Arizona, offers that unique quality of life not found in many other places. The crisp mountain atmosphere, mild four-season climate, close proximity to National Forests and countless lakes and streams make Show Low a recreation paradise. The City of Show Low is seeking highly skilled, motivated and innovative professionals to join our community and our CALEA-accredited police department as sworn police officers.

The Community

Show Low is the largest and fastest-growing city in the White Mountains. It is the business and tourism center of northeastern Arizona and serves a permanent population of approximately 11,000 residents. Our permanent population has seasonal spikes due to tourism and the second-home market that causes the population to swell to well over 20,000. Show Low has experienced dynamic growth as its population has increased over 36% since 2000. The area population is young and dynamic as 61% are under the age of 44 and the median age is 36.4 years. The population is also well educated; over 83% are high school-educated and 25% are college educated. Almost 52% of the population has some college education.

Show Low has an excellent educational system. The Show Low Unified School District is ranked among the best in the State of Arizona. Show Low

public schools routinely score very high nationally on standardized tests and boast graduation rates above 95%. Show Low is home to Northland Pioneer College and a branch campus of Northern Arizona



University. Northland Pioneer College offers associate degree programs in a variety of fields including computer, medical, industrial and electronics technologies, as well as business. Northern Arizona University offers a wide range of online degree programs.

Show Low's medical infrastructure is impressive. Summit Healthcare Regional Medical Center is a private, not-for-profit regional facility with 89 beds. The hospital features an outstanding physician staff representing a variety of medical specialties including cardiology, obstetrics, oncology, physical therapy, diagnostic imaging and surgical services. The five-story patient tower provides an ICU unit, medical/surgical unit, women's health unit, an observation nursery, and 100% of all rooms are private.

Show Low is the gateway to the White Mountains of Arizona and the quality of life here is unequalled any-



where. The area is famous for world-class hunting and fishing. Show Low sits within a 2,000,000-acre National Forest playground. These forests produced the current world-record typical elk. There are over 50 lakes and streams in the area that have produced current state-record fish for six different species.

Show Low provides a refreshing summertime respite from triple-digit temperatures for golfers from Phoenix and Tucson. There are seven courses in the area including championship courses at Torreon and Bison Golf and Country Club. Show Low also boasts over 180 miles of trails in the vicinity for hiking, mountain biking and horseback riding. The White Mountain Trail System is among the best in the Southwest.

For winter activities, Sunrise Park Resort is located only 36 miles from Show Low and offers 65 runs and 10 chair lifts as well as separate snowboarding and cross-country ski areas.

Show Low's numerous outdoor recreational opportunities combined with its festivals and unique events make it a four-season paradise and THE place to be in the White Mountains. Show Low residents also enjoy easy access to the amenities of

How Show Low got its name



Marion Clark and Corydon E. Cooley owned 100,000 acres. They decided to play a game of cards; winner to take the ranch. The game lasted all night. When the last hand began, Cooley needed one point. Clark told Cooley "SHOW LOW and the ranch is yours." Cooley turned the deuce of clubs, thereby naming SHOW LOW. The main street became the Deuce of Clubs.

Phoenix, Tucson and Albuquerque, all located within easy driving distance of the City of Show Low.

The Show Low Police Department

Mission and Values: The Show Low Police Department's mission is to have "A Passion for Excellence!" The values of the agency are expressed with the acronym PRIDE:

- ❖ Professionalism
- ❖ Respect
- ❖ Integrity
- ❖ Dignity
- ❖ Excellence

As a CALEA-accredited agency, the City of Show Low Police Department is a regional leader in the state and in the White Mountains—exemplifying its mission. The department has a full-time staff of 31 sworn officers, 10 dispatchers, and 6 additional non-sworn staff.

The department's current fiscal year operational budget is slightly less than \$6 million. The city purchased an existing building along Show Low's main



street that will be remodeled into a new, state-of-the-art public safety facility. The department is comprised of two divisions, Operations and Operational Support. Sworn staff consists of the Chief, two Commanders, six Sergeants and 22 officers.

The Operations Division is divided into patrol and investigations. The patrol section consists of four squads, covering the various shifts around the clock. Investigations is supervised by a sergeant and has three detectives, reserve officers and the property and evidence function. Lastly, an additional sergeant reports to the Operations Commander and

is responsible for supervising the regional drug task force, MCAT.

The Operational Support Division consists mainly of the administrative functions of office management and records, combined with operating the Communications Center. The department dispatches our police officers for all 911 calls and is also responsible for dispatching five regional fire districts and the local ambulance company. In 2014, an administrative sergeant position was added to oversee K9 operations and two school resource officers, coordinate special events for the department and manage impound hearings.

Police Officer

A Police Officer performs police patrol, investigations, traffic regulation and related law enforcement activities and may include additional assignments. This is a non-supervisory sworn position with the overall responsibility of delivering police services

- ❖ Sniper/Observer on SRT
- ❖ Training Officer
- ❖ Crime Prevention Officer
- ❖ Field Training Officer

Ideal Candidates

Ideal candidates are community-minded, self-motivated, disciplined, ethical, honest, respectful



and professional. Successful candidates must be AZ POST-certified, full-authority, or be able to obtain full-authority certification within 6 months of employment, possess a valid Arizona driver's license and successfully complete a

within the guidelines of the department's rules, regulations, mission statement and values.

The size of our agency offers unique opportunities for our officers to experience a wide variety of roles and responsibilities, such as those listed below:

- ❖ Detectives
- ❖ Major Crimes Task Force (MCAT)
- ❖ School Resource Officer
- ❖ Traffic Enforcement Unit
- ❖ Canine Unit
- ❖ Bicycle Unit
- ❖ Special Response Team (SRT)



background investigation and other requirements of AZ POST.

Other skills and traits that are beneficial include:

- ❖ High integrity and solid character; honest and direct
- ❖ Passion for community and public service with a strong customer service ethic
- ❖ Superior communicator who can quickly cultivate and maintain trust and confidence with a variety of audiences, including supervisors, peers, subordinates and citizens
- ❖ Holds self and others accountable for the success of the department
- ❖ An individual who thrives in a team environment

Compensation and Benefits

The starting pay rate for new recruits is \$20.03 per hour. AZ POST-certified laterals start at \$22.26 per hour and can earn an additional 4% per year for up to five years of experience. Actual salary will depend on the qualifications of the successful candidate, and laterals will begin above the starting point in the range. The City of Show Low offers a competitive benefit package that includes:

- ❖ Public Safety Personnel Retirement System (PSPRS)
- ❖ City-paid health, dental and vision coverage for employee and city contribution for dependent coverage
- ❖ Group life insurance 2 times your annual salary (100% paid by employer)
- ❖ Short-term disability (100% paid by employer)



- ❖ Paid time off – accrual begins at 19 days per year
- ❖ Annual paid time off payout program
- ❖ Holidays – 10 paid

- ❖ Deferred compensation – optional IRS 457 plan
- ❖ \$1,400 annual uniform allowance
- ❖ City-provided take-home vehicle
- ❖ Wellness program

Application and Selection Procedure

This recruitment is **open until filled**. To be considered for this outstanding career opportunity, submit a City of Show Low Police Department employment application to:

City of Show Low
Jeff McNeil
Operations Commander
150 N. 6th Street
Show Low, AZ 85901
Phone: (928) 537-5091, ext. 235
Fax: (928) 537-8346
Email: jmcneil@showlowaz.gov
Website: showlowaz.gov

Candidates deemed to have the most relevant background will be invited to participate in a testing process. For additional information about this position, please contact Commander McNeil.



AZ POST Minimum Requirements

A. A person shall meet the following minimum qualifications before being appointed to or attending an academy:

1. Be a United States citizen;
2. Be at least 21 years of age; except that a person may attend an academy if the person will be 21 before graduating;
3. Be a high school graduate or have successfully completed a General Education Development (G.E.D.) examination;
4. Undergo a complete background investigation that meets the standards of R13-4-106. A person may begin an academy before the results of the fingerprint check are returned. However, the academy shall not graduate the person and the Board shall not reimburse the academy for the person's training expenses until a qualifying fingerprint check return is obtained;
5. Undergo a medical examination that meets the standards of R13-4-107 within one year before appointment. An agency may make a conditional offer of appointment before the medical examination. If the medical examination is conducted more than 180 days before appointment, the person shall submit a written statement indicating that the person's medical condition has not changed since the examination;
6. Not have been convicted of a felony or any offense that would be a felony if committed in Arizona;
7. Not have been dishonorably discharged from the United States Armed Forces;
8. Not have been previously denied certified status, have certified status revoked, or have current certified status suspended;
9. Not have illegally sold, produced, cultivated, or transported for sale marijuana;
10. Not have illegally used marijuana for any purpose within the past three years;
11. Not have ever illegally used marijuana other than for experimentation;
12. Not have ever illegally used marijuana while employed or appointed as a peace officer;

13. Not have illegally sold, produced, cultivated, or transported for sale a dangerous drug or narcotic;
14. Not have illegally used a dangerous drug or narcotic, other than marijuana, for any purpose within the past seven years;
15. Not have ever illegally used a dangerous drug or narcotic other than for experimentation;
16. Not have ever illegally used a dangerous drug or narcotic while employed or appointed as a peace officer;



17. Not have a pattern of abuse of prescription medication;
 18. Undergo a polygraph examination that meets the requirements of R13-4-106, unless prohibited by law;
 19. Not have been convicted of or adjudged to have violated traffic regulations governing the movement of vehicles with a frequency within the past three years that indicates a disrespect for traffic laws or a disregard for the safety of other persons on the highway;
 20. Read the code of ethics in subsection (F) and affirm by signature the person's understanding of and agreement to abide by the code.
- B. The illegal use of marijuana, or a dangerous drug or narcotic is presumed to be not for experimentation if:
1. The use of marijuana exceeds a total of 20 times or exceeds five times since the age of 21 years; or
 2. The use of any dangerous drug or narcotic, other than marijuana, in any combination exceeds a total of five times, or exceeds one time since the age of 21 years.